

alabama college association

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President's Message

Early one morning a young man visiting the ocean beach noticed in the distance an older gentleman repeatedly stopping to pick up something from the beach and then throwing it into the ocean. As the young man approached, he discovered that the previous night's storm had washed ashore thousands of starfish. As the older gentleman stooped once more, the young man could not resist a question. With all the thousands of starfish lying on the beach, what difference will it make? The older man looked down at the starfish in his hand and replied, "To this one it makes all the difference." One caring individual doing something that makes all the difference for another is noble. One caring individual doing something that makes all the difference for others is perhaps a career. Our career, of course, is education and, as professionals, we must continuously ask ourselves if we are, in fact, making a difference. Willa A. Foster once wrote, "To make a difference you must be committed to quality. You must have good intentions, sincere effort, intelligent direction, and skillful execution. It represents the wise choice of many alternatives."



Dr. Ed Meadows

In today's world individual action has global implication. The learning curve seems exponential toward the far end. Technological advances in transportation, communication systems, manufacturing and design engineering, medicine and disease control, and educational delivery have shrunk our world and brought the reality of interdependence to the door step of most of America. Therefore, it is with a global eye that we must now focus our attention. Thus, our theme for this year is Developing Individuals for Global Challenges.

The ranks of ACA are filled with volunteers who have accepted to serve with energy and dedication, and I invite each of you to become full partners in the professional development activities planned for this coming year. As individuals seeking to meet the challenges of a global society, we must espouse the philosophy of continuous improvement. Therefore, it is with positive expectations that I anticipate this year's conference being as successful as those of the past. To ensure this success, I ask you to commit to developing your talents, skills, and knowledge in helping those we serve through the Alabama College System to meet global challenges. Willa Foster wrote, "... the commitment to make a difference represents the wise choice of many alternatives." With good intentions, sincere effort, intelligent direction, and skillful execution, we all can be successful in accomplishing this commitment to make a difference in a global society.

Alabama College Association Journal
is a publication of the
Alabama College Association.

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Dr. Ed Meadows,
President

Dr. Meadows is president of Ayers State Technical College. He was formerly the vice president of Beville State Community College, the dean of academic affairs at Shelby State Community College, the associate dean at Copley-Lincoln Community College, and a department chair and instructor at Itawamba Community College. He earned an Ed.D. and an M.A. from Ball State University, an M.S. from the University of Tennessee, and a B.S. from Delta State University.

Dr. Meadows is on the board of directors of the National Council of Instructional Administrators. He is treasurer of the Alabama College System Instructional Officers Association, is co-chair of the Alabama College System Symposium on Teaching and Learning Project, and serves on various ad hoc committees for the Alabama College System.



Dr. Martha Allen,
VP/President-Elect

Dr. Allen is dean of instruction at Central Alabama Community College. She was previously associate dean of instruction and director of planning and assessment for the college. Dr. Allen earned an Ed.D. from Auburn University and master's and bachelor's degrees from the University of Alabama.

Dr. Allen was formerly the associate director of the Economic Development Institute at Auburn University. She has served as president and vice president of the Instructional Officers Association and on the board of directors for the Center for Textile and Apparel Technology and the Northeast Alabama Manufacturing Technology Consortium at Jacksonville University.



Dr. Brenda J. Kennedy,
Second Vice President

Dr. Kennedy received a bachelor of arts degree in psychology from Alderson-Broadus College in West Virginia. She completed her master's program at the University of Alabama and received her Ed.D. from Auburn University.

Dr. Kennedy is currently the dean of student development at Faulkner State Community College. Her past positions include psychologist at Partlow State School and Hospital in Tuscaloosa, counselor for the circuit court juvenile division in Mobile, director of student personnel services at Faulkner State University, and rehabilitation counselor for adult vocational rehabilitation services in Mobile.



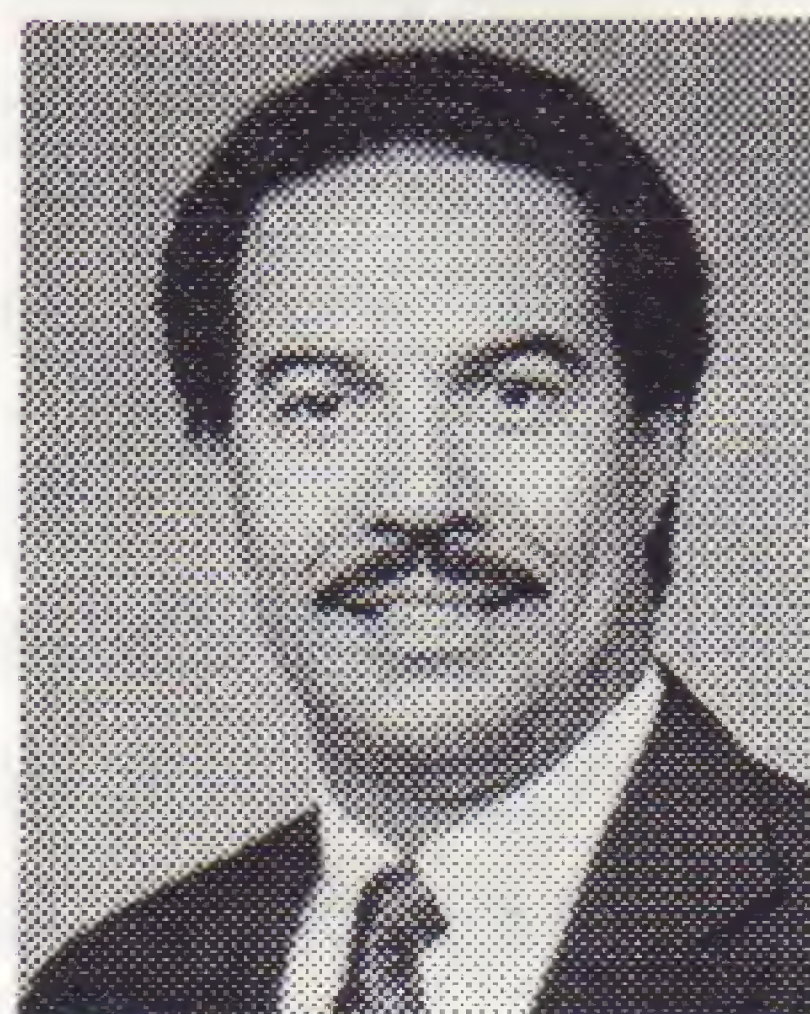
Ms. Paula J. Smith,
Secretary

Ms. Smith began her career with Beville State Community College fifteen years ago in the admissions and financial aid office. She later became the secretary to the vice president. Ms. Smith is currently assisting in the management of the Office of Personnel Services.



Dr. Bettye F. Berry,
Treasurer

Dr. Berry is director of the division of liberal arts and sciences, college transfer programs, at Lawson State Community College. She received a B.S. in nursing from Tuskegee Institute, an M.S. in nursing from Indiana University, and an Ed.D. in supervision and curriculum development from the University of Alabama. Dr. Berry served as chairperson of the nursing program from 1977-1995, holding dual titles of director and chairperson for three years.



Dr. Jorge Kuzmicic,
Immediate Past President

Dr. Kuzmicic has been dean of instruction at Calhoun Community College since 1993. He has been with the college over 24 years, serving as associate dean of instruction, chair of the social science division, and instructor in the department of psychology.

Dr. Kuzmicic earned a bachelor's degree from Oakwood College, a master's degree in personnel administration from Alabama A&M University, and a doctorate in human development counseling from Vanderbilt University. Dr. Kuzmicic is a member of the Instructional Officers Association and the Alabama Deans Association and is co-chair of the Symposium on Teaching and Learning Project.



Ms. Connie Branch,
Parliamentarian

Ms. Connie Branch is dean of student development at Jefferson Davis Community College. She is currently secretary-treasurer for the Alabama Deans of Student Affairs Association and has held the position of parliamentarian for the Alabama College Association for several years.

Ms. Branch was the 1995 recipient of the Chancellor's Award for Outstanding College Administrator. She has been employed in the system for over 20 years.



**Ms. Betty Marks,
Historian**

Ms. Marks serves as director of promotions and publications at Athens State College. She is serving her second year as historian for the Alabama College Association (ACA) and serves as the coordinator for registration for the ACA conference. Ms. Marks has also served as the coordinator of the Chancellor's Awards since 1985.



**Dr. Carolyn Johnson,
Administration Chair**

Dr. Johnson is dean of development at Bevill State Community College. She was employed in 1975 as a related English instructor. Dr. Johnson holds a bachelor's degree from The University of Alabama, a master's degree from the University of Alabama at Birmingham, and an Ed.D. in Administration of Higher Education from The University of Alabama.



**Ms. Marthanne
Brown, Faculty Chair**

Ms. Brown has been an English instructor and coordinator of community literary programs at Bevill State Community College for four years. A graduate of Samford University, Ms. Brown taught at Ramsey High School and at Walker High School. She earned her master's degree in English from the University of Alabama at Birmingham where she taught English.



**Ms. Kendra Jones,
Faculty Vice Chair**

Ms. Jones received her B.A. and M.A. degrees from the University of Alabama and the University of Montevallo, respectively. She completed additional studies at the University of Florida's Center for African Studies and the University of Dar-es-Salaam, Tanzania, East Africa. Presently, she teaches English at Wallace Community College-Selma, and advises Alpha Eta Tau.



**Mr. Maynard Odom,
Students Chair**

Mr. Odom is recruiter and advisor of international students at Bishop State Community College. He earned an associate of arts degree from Bishop State, a bachelor of arts degree from the University of South Alabama, and a master of arts degree from the U.S. Sports Academy.



**Ms. Mary Q. Taylor,
Students Vice Chair**

Ms. Taylor is an admissions vocational counselor at Bishop State Community College. She holds a Master of Education degree in counseling from the University of South Alabama and a bachelor's degree in social work from the University of West Florida. She also earned a degree in practical nursing from Carver State Technical College, now Bishop State, and has completed further studies at the University of Alabama.



**Ms. Mary Elizabeth
Andry, Support Chair**

Ms. Andry is an instructor at the Thelma McMillian Kennedy Early Childhood Education Centre at Bishop State Community College. She has 29 years of experience in early childhood work with the Head Start Program and the Children's Center at California State University, San Bernardino.



**Ms. Becky Brazeel,
Support Vice Chair**

Ms. Brazeel has served on the ACA Committee since 1991. She is employed at Jefferson State Community College as coordinating assistant in the Division of Health Services. She is a certified professional secretary (CPS) and teaches CPS Examination Review classes. She serves on the Lt. Governor's Legislative Council Task Force on Youth and School Violence.



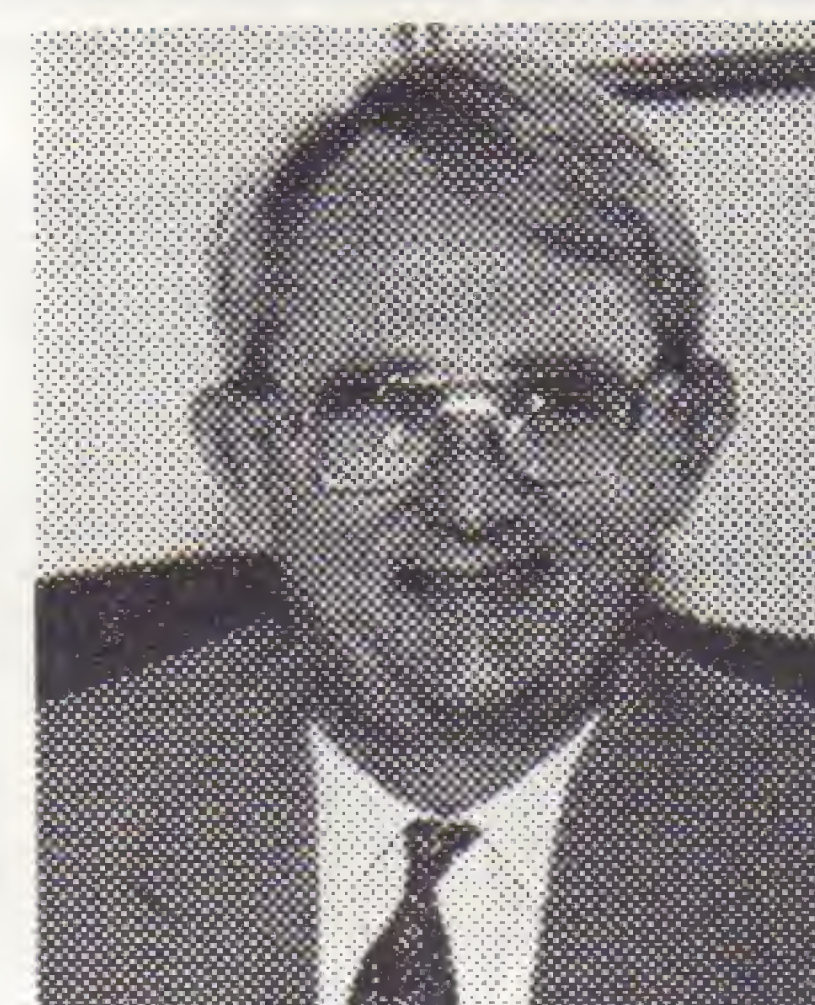
**Dr. Ulysses McBride,
Legislative Chair**

Dr. McBride is president of Reid State Technical College. He received his bachelor's degree from Knoxville College and his master's degree from Indiana University. Dr. McBride earned a doctorate from Auburn University and has a doctor of laws degree from Alabama State University. He has completed post doctoral study at New York University, Clark University, and Troy State University.



**Dr. Gary Branch,
Entertainment Chair**

Dr. Branch is president of Faulkner State Community College. He received undergraduate and graduate degrees from the University of Alabama. He received the Distinguished Leadership Award of the Association of College Administrators and Alabama Association of Women Educators.



**Dr. Jim Krudop,
Executive Assistant to
the President**

Dr. Krudop currently serves as dean of the college of Lurleen B. Wallace Jr. College. He has served in various positions of leadership for many years in the Alabama College Association. Dr. Krudop chairs the Constitutional Revision Committee whose revisions opened membership to all institutions in the Alabama College System.



**Dr. Nancy Chandler,
Assignment
Coordinator**

Dr. Chandler is dean of instruction, institutional effectiveness, and development at Faulkner State Community College. She received an associate of arts degree from Lurleen B. Wallace State Junior College, a bachelor of science degree from Troy State University, a master's of education degree and an Ed.D. degree from Auburn University.



**Ms. June Hester, Door
Prize Coordinator**

Ms. Hester attended Muscle Shoals State Technical College, now Northwest-Shoals Community College, in the business education program and was employed by the college in 1985. She has held the positions of receptionist/switchboard operator, physical plant administration secretary, and accounts payable clerk.



**Dr. Eva K. Sasser,
Publications**

Dr. Sasser is currently working as a research analyst at the Department of Postsecondary Education. She has been employed at Alabama Aviation and Technical College for thirteen years. She earned a Ph.D. in higher education administration from the University of Alabama and master's and bachelor's degrees from Troy State University.



**Ms. Deborah Schaus,
Exhibits Coordinator**

Ms. Schaus is employed at Athens State College as coordinator of recruiting. She has been actively involved with the ACA conference for approximately ten years. Ms. Schaus worked with registration prior to her appointment two years ago as exhibits coordinator.

Shelton State embraces total quality efforts

Anyone who walks the halls of Shelton State Community College these days and talks to the faculty and staff of the college will hear lots about "SI teams," "the Quality Council," and "serving our customers." For the most part, the old standing committee structure which had been used by the college for years has been replaced at Shelton by the team concept. Quality has become the byword for the college as Shelton State moves to implement Total Quality Management.

The TQM program actually began several years ago when 15 people were selected from the faculty and staff of the college to go through a rigorous train-the-trainer program. During spring 1994, the first group of support staff personnel were trained, followed by the first administrators. During the next semester, the first group of faculty received their training in TQM principles. Today, almost all of the employee training has been completed, and a change in the culture of the college has begun to evolve.

This new quality improvement program at Shelton was named TEAMSpirit, and its purpose was to provide continuous professional development training to college employees in Total Quality Improvement, to move the college to a team-based model, and to establish procedures that will improve the processes through which services are

"The 'customer' remains at the forefront of every decision made at the college."

delivered to customers of the college.

Selection of an Implementation Design (ID) Team followed. The purpose of the ID team was to put together a plan and a time line that would help move the college to the team concept.

The three parts to this continuous improvement cycle are training, implementation of teams, and process improvement. The team-based model is the organizational component of the improvement cycle and is built around a cluster concept that groups core processes into quality clusters. Today five quality clusters exist at the college: Educational Programs and Services, External Programs and Community Relations, Information Technology and Communications, Administrative Systems and Services, and Institutional Resources.

The responsibility for each area of quality is given to a Systems Improvement (SI) Team composed of nine members. Each of these SI teams is to charter six-member Process Improvement (PI) teams to

work on the improvement of selected processes. Through the chartering process, the integrity of the team system is protected by controlling the proliferation of teams.

A Quality Council works to develop a process that allows all of the customers of the college, external and internal, the opportunity to use the SI teams. Three-member Delta Teams are also used to "jump start" projects and to allow the teams to react quickly to unexpected opportunities.

Overseeing this conversion to the team concept is a Delta Team composed of the Director for Process Improvement, the Coordinator of Planning, and the lead person in Shelton's TQM training process.

Shelton State is continuing to implement TQM, and everyone agrees the college has made a great start. The "customer" remains at the forefront of every decision at the college. Agendas are now used routinely at all meetings. Instructors have become more innovative and are including TQM tools in their teaching and classrooms. People look forward to attending their team meetings.

Most of all, new friendships have been made, and morale has improved among the Shelton State personnel as everyone works together to find new and better ways to serve the customers of Shelton State Community College.



Jefferson State alumnus Richard Scrushy, left, with JSCC President Judy Merritt, Bo Jackson, and Senator Jabo Waggoner, right.

Jefferson State Foundation 'roasts' HealthSouth CEO

The Jefferson State Community College Foundation held a banquet/fundraiser to "roast" graduate and HealthSouth CEO Richard Scrushy.

The program included sports star Bo Jackson, sports writer and TV personality Paul Finebaum, and friend and business associate Larry Stripling. Other speakers were JSCC President Judy Merritt and State Board member David Byers.

Scrushy announced his gift of the remaining 10 acres of the original 30 acre tract at the Jefferson State Shelby County Site. Last fall, Scrushy arranged for the gift of the second 10 acres. The recent gift was a generous donation by Scrushy for the college, completing Jefferson State ownership of the Shelby County Site.

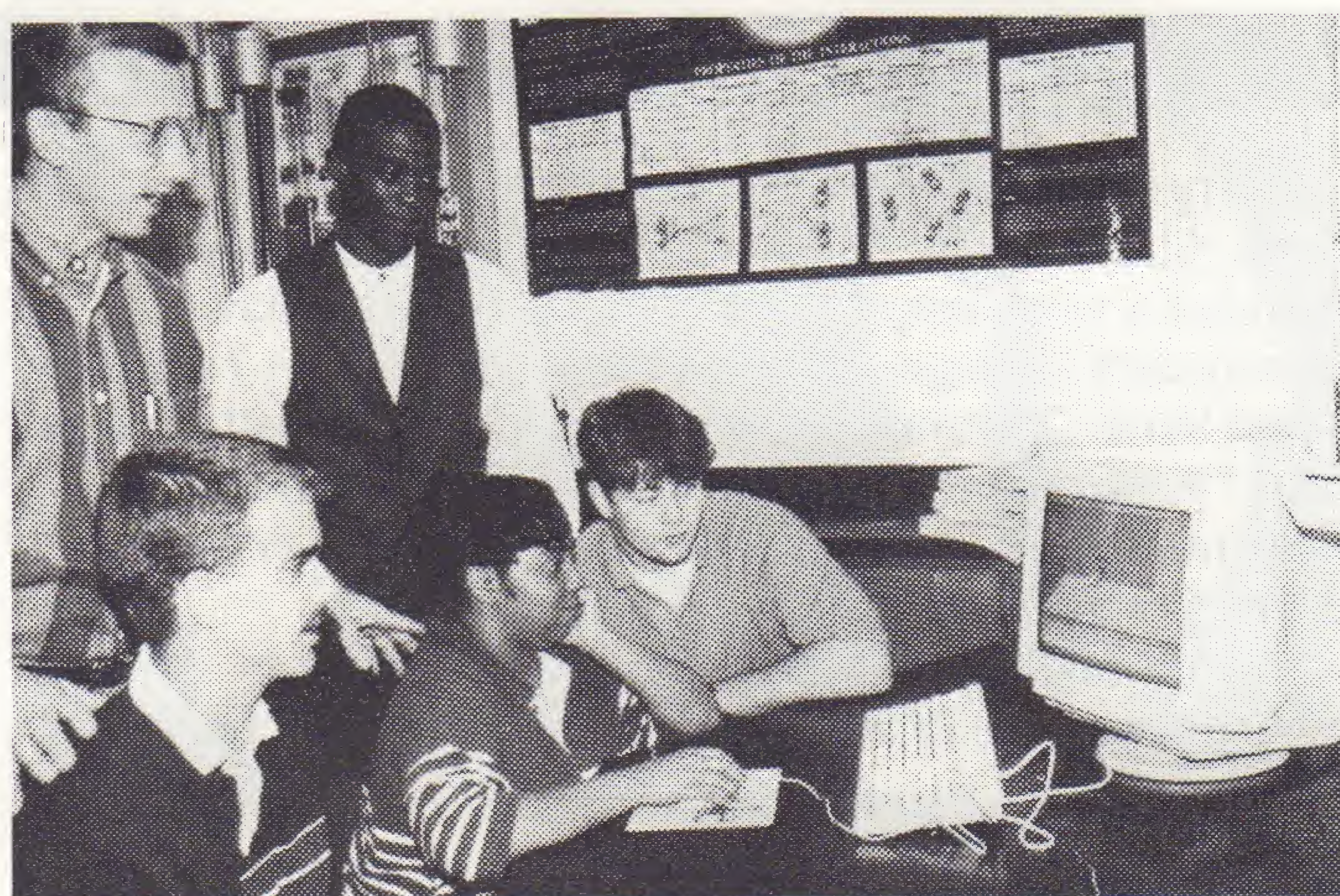
Information provides useful classroom aid

The most desirable outcome of a professional development opportunity for a faculty member is the gaining of useful materials and/or information which can be translated into classroom use. That was exactly the case when Dr. Richard Wilmarth, psychology instructor at Central Alabama Community College, attended the 18th annual National Institute on the Teaching of Psychology in St. Petersburg, Florida, January 3-6, 1996.

During the seminar, Dr. Wilmarth attended a wide variety of workshops designed to enhance classroom instruction. The most valuable workshop, however, was one designed to illustrate computer software which uses Sniffy the Rat in teaching conditioning in introductory psychology courses.

The software allows students to simulate conditioning exercises to train a virtual rat. Students work with Sniffy to condition him to press a lever in the back of a simulated Skinner box in order to receive food pellets. The software allows students to see the actual results of such conditioning without the constant care required for a lab containing live specimens. Students learn first-hand by observing both conditioning and extinction.

According to Dr. Wilmarth, students have reacted positively to the new software, readily accepting the



Materials obtained in professional development activities provided Dr. Richard Wilmarth with a useful teaching aid that could be used in class to demonstrate conditioning principles.

challenge of training Sniffy. More importantly, he said, test scores on an exam about conditioning were higher among students who had been exposed to the Sniffy software than scores among any other class of introductory psychology students he has taught to date.

"It's an exciting addition to the classroom," Dr. Wilmarth said. "I'm so glad to have attended the Sniffy workshop. It has made a real difference in the students' ability to understand the concept of conditioning."

Sparks State joins with Chamber to offer workshop for small business

Sparks State Technical College recently worked with the Small Business Committee of the Eufaula/Barbour County Chamber of Commerce to sponsor a workshop on "Effective Customer Relations: Do It Right the First Time." Jacquie Thacker, Director of Continuing Education at Chattahoochee Valley Community College, conducted the workshop on identifying customers, meeting the needs of external and internal customers, avoiding stagnation, and dealing with irate customers.

Dr. Gene J. Watson, executive director of the chamber of commerce, said, "I am pleased that Sparks and the Chamber joined forces to improve opportunities for members of the small business community."

Calhoun joins partnership to provide educational training

Calhoun Community College, the U.S. Army Missile Command (MICOM), and the State of Alabama Department of Human Resources have entered into an agreement to conduct a JOBS (Job Opportunities and Basic Skills) Success Student Volunteer Program to enable persons on public assistance to obtain training and enter the job market.

The idea for the partnership began over nine months ago. Objectives of the JOBS program include (1) to bring about a stronger relationship between the efforts of educators and the needs of Federal employers; (2) to provide opportunities for JOBS participants to become economically self-sufficient; (3) to provide exposure to the Redstone work environment for JOBS participants; (4) to encourage JOBS participants to aspire toward new and challenging occupations and professions; and (5) to support community citizenship by partnering

with local, state and federal agencies to support education improvement. The program is aimed at providing basic education, job training and other help so that parents with young children can get off public aid payrolls and find work.

The program's first two students are enrolled at Calhoun part-time with the assistance of a training allowance and will work as volunteers at MICOM in order to integrate classroom knowledge with actual job experience.

"Not only will the JOBS program enable students to better their lives, it also shows how important partnerships between education and employers are," Dr. Richard Carpenter, Calhoun president, said.

Commander of the U.S. Army Missile Command, Maj. Gen. James M. Link, said that the partnership will provide a "seed core" of potential new Arsenal employees.

Snead State active in Tech Prep development

Thirty-one high school economics teachers from across North Alabama and as far south as Chilton County attended a workshop on the campus of Snead State Community College. "Economics at Work" was hosted by Snead State Community College and the Marshall County Tech Prep Consortium and funded by a grant from the Alabama Power Foundation and the Alabama Economic Development Partnership.

The Marshall County Tech Prep Consortium is comprised of Snead State and Albertville, Arab, Boaz,

Douglas, Guntersville, Kate D. Smith DAR, and Oneonta high schools.

Two high school economics teachers, Lowell Smith from Douglas and Pat Jones from Boaz, and Dr. Elizabeth Cooper, Director of Institutional Research at Snead State Community College and Coordinator of the Marshall County Tech Prep Consortium, were the workshop presenters. Smith and Jones attended a two-day seminar this past summer to learn how to train other teachers on "Economics at Work."

Smith and Jones are two of four qualified trainers in the state. They presented this one-day workshop at the Alabama Education Technology conference in Birmingham in October and will be presenting the workshop upon request in the future.

The "Economics at Work" workshop was held to familiarize high school teachers with the new materials and technology to teach the course in applied economics.

"This is not a new course," said Dr. Cooper. "It is just a different approach to teaching. It includes interactive computer lessons using real world examples and emphasizing team work."

According to Dr. Cooper, four schools in the Marshall County consortium are currently offering "Economics at Work." These schools include Boaz, Douglas, DAR, and Guntersville. Through the grant received from the Alabama Power Foundation and the Alabama Economic Development Partnership, funding to purchase the required materials for "Economics at Work" will be provided to Albertville, Arab, and Oneonta high schools.



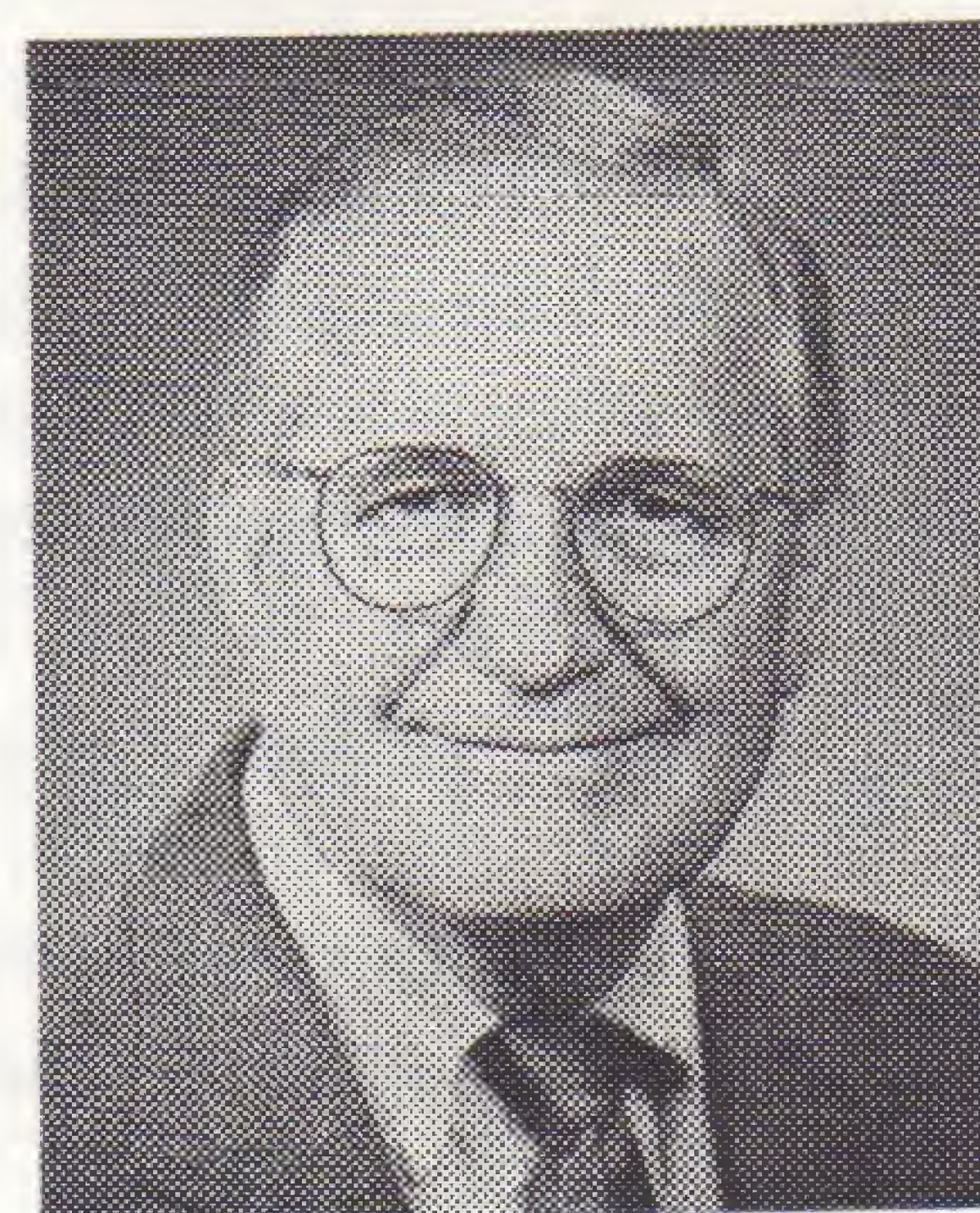
Lowell Smith and Pat Jones demonstrate some of the technology used in the "Economics at Work" course.

Brogdon appointed interim president of JDCC

The appointment of Dr. Richard E. Brogdon as interim president of Jefferson Davis Community College was announced November 27 by Renee Culverhouse who represented Dr. Fred Gainous, Chancellor of the Department of Postsecondary Education. The appointment was effective December 1, 1995, upon the retirement of Dr. Sandra McLeod.

Dr. Brogdon previously served as Dean of Instruction at Reid State Technical College in Evergreen, Alabama. He is a native of Birmingham and grew up in Panama City, Florida. Dr. Brogdon was educated in the public schools of Jefferson County, Alabama, and Bay County, Florida, and earned degrees at the University of Maryland (B.A.), Auburn University (M. Ed.), and Florida State University (Ph.D.). He began teaching 28 years ago as a teacher of social studies at Everitt Junior High School in Panama City. During the intervening years, he held positions as instructor, university professor, grant writer and project administrator, department chair, and dean at Florida State University, Auburn University, University of South Alabama, and Reid State Technical College respectively. During his 15 years at Auburn University, he directed 20 doctoral dissertations and served on more than 50 doctoral committees.

Dr. Brogdon's expertise is in instructional supervision, program development and college administration. He has published 25 professional papers, three book chapters, and



has served as a consultant to over 125 schools. He is active in a number of professional organizations, notably the Alabama College Association, the Instructional Officers Association, the International Association of Supervision and Curriculum Development, and Phi Delta Kappa. He is past president of Auburn and Greater Mobile Bay Chapters of Phi Delta Kappa, and

he is past president and past executive secretary of the Alabama Association of Supervision and Curriculum Development. Dr. Brogdon has traveled extensively, visiting 20 foreign countries.

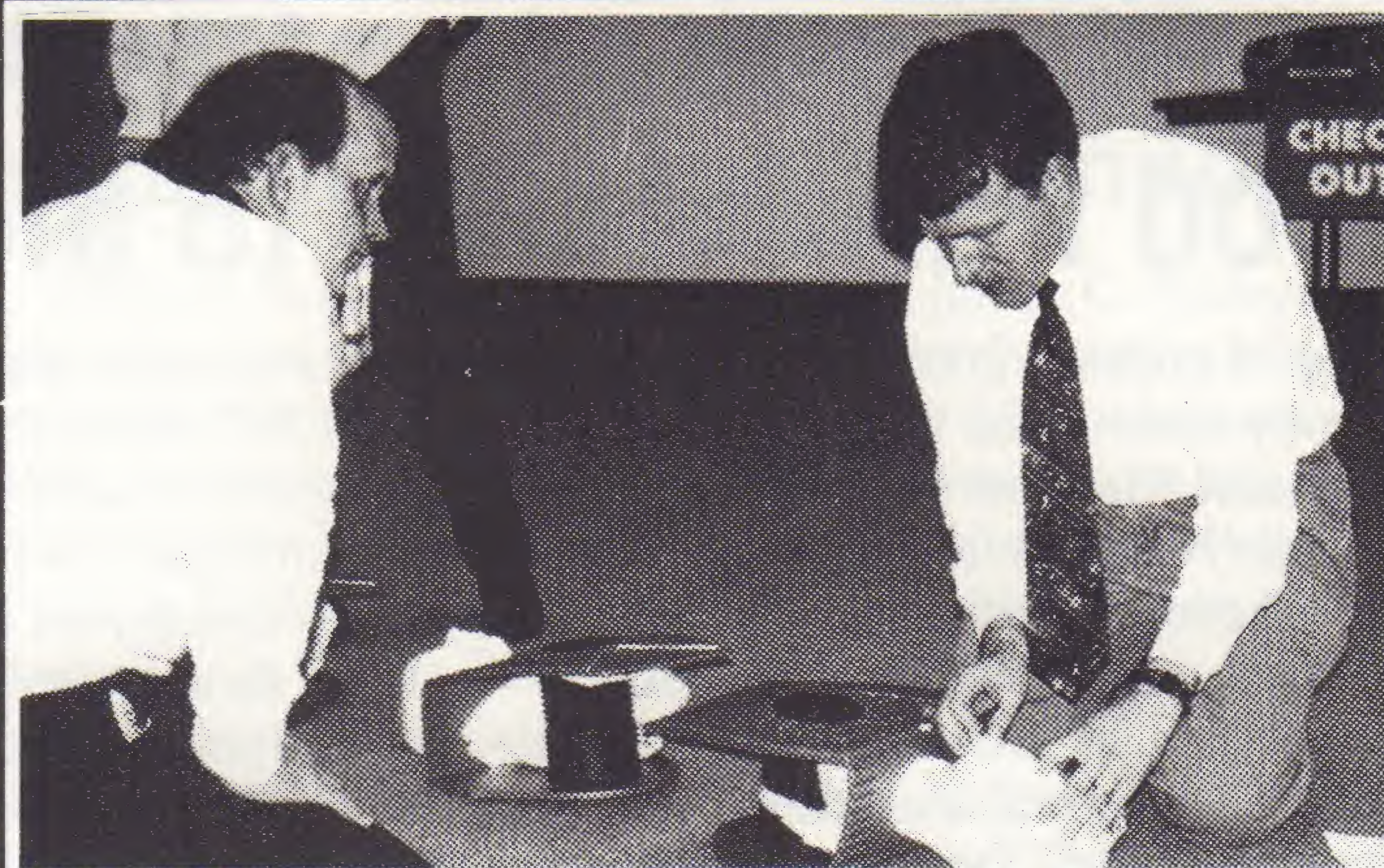
Dr. Brogdon believes that the future of Alabama rests with the quality of education it provides its citizens and that two-year colleges with strong general and technical programs are the most efficient and effective way to deliver education to citizens who need and want it.

Instructors enhance skills through service

Electronics instructors at Central Alabama Community College have found a means of enhancing their professional skills while serving the local high schools. Along with busy class schedules, CACC's Childersburg campus instructors Don Beabout, James Goss and Doyle Haywood stay busy with extra duty, traveling to area high schools to conduct science and electronics shows.

The men generally visit schools on Friday, setting up around 7 a.m. and continuing until about 4 p.m. Schools in Clay, Coosa, Shelby, Talladega and Tallapoosa counties have all benefited from the show-and-tell sessions, which consist of demonstrations originally produced and created by CACC students. Audiences are introduced to an oscilloscope, which monitors the frequencies of a voice coming through a microphone; they learn about fiber optics used in telephones, medicine and a wide array of other areas; they meet a robot; and they even witness a laser show. Afterwards, a question and answer session focuses on any related topic of the students' interest.

In addition to introducing students to the possibilities of technical education, the shows have the added benefit of working as a recruitment tool for the college. Other such events which assist in recruiting include exhibitions for visiting students such as a demonstration of the Tesla coil, which generates electricity.



Safety Highlights Bevill State Professional Development Activities

Greg Taylor, a biology instructor at the Walker Campus of Bevill State Community College, was one of many Bevill State faculty, staff, and administrators who completed cardiopulmonary resuscitation (CPR) certification training as part of the recent professional development activities at the college. In addition to acquiring first-hand knowledge in such lifesaving techniques, the college staff also heard from various safety officials throughout the college district.

Bishop State, AIDT prepare district for future

Mobile's work force is training for a high-technology future, and both Bishop State Community College and the Alabama Industrial Development Training Institute (AIDT) are preparing the community to effectively compete in a global marketplace.

About 150 people consisting of CEOs and training managers attended a breakfast in Mobile on January 30 to hear how Bishop State and AIDT are working to raise the skill levels of Mobilians. The Mobile Area Chamber of Commerce, Bishop State and AIDT co-sponsored the event.

Jim Apple, vice president for economic development for the Mobile Area Chamber of Commerce, said the programs offered by Bishop State and AIDT provide the skilled workers necessary for new industries attracted to the Mobile area.

"This community has been successful for a decade in recruiting

growth, but if we accept our current unemployment as low unemployment, we really are forcing the private sector to fight with one hand tied behind its back," Apple said.

"American and foreign industries interested in locating in Mobile are attracted by a skilled work force," said Dr. Fred Gainous, chancellor of the Alabama Department of Postsecondary Education.

"Industries are more willing to come in when you can verify the community's ability to provide education and training that are needed to keep those industries producing goods and services," he added.

Gainous said the state's two-year colleges have been undergoing a series of mergers aimed at making their programs more efficient and less redundant. The number of two-year institutions is down to 31 from a high of 46.

Dr. Yvonne Kennedy, president of Bishop State, said that the college provides "a key economic development resource and a critical link for work force preparation for Mobile and Washington counties and job-specific training for local industries."

Both Bishop State and AIDT are hoping to participate in training workers for IPTN, an Indonesian aircraft manufacturer that last year decided to bring its \$100 million plant to Mobile.

Charles Ingram, training manager for AIDT, outlined the agency's programs to help new and expanding industries.

Among other things, AIDT provides pre-employment training and screening and on-the-job training. The agency has trained more than 30,000 people in 25 years, Ingram said. Its services, paid for with state taxes, are free to new and expanding industries.

NASCC added to Workforce 2000 Partnership to aid Shaw

The Workforce 2000 Partnership recently announced the addition of Northeast Alabama State Community College (NASCC) in Rainsville to its organization to help serve the Shaw Industries site. The Workforce 2000 Partnership, based at Enterprise State Junior College and including MacArthur State Technical College, combines the resources of four educational institutions and four textile and apparel industries to improve employees' skills in communication, computation, and critical thinking.

J.P. Campbell, director of the technical division at NASCC, says, "We are excited to have the opportunity to participate in the Workforce 2000 Partnership. I have been impressed with the quality of the project along with the ability and efforts of the instructor. The cooperative approach of each of the participants has made it a true partnership."

The project is funded by a U.S. Department of Education National Workplace Literacy Program grant awarded over three years to Enterprise State in the amount of \$2,243,470 (70%) with committed

private sector matching funds of \$961,487 (30%), bringing the total program resources to \$3,204,957.

During the first year of the project, 2,200 employees from 14 worksites in three states were served. Of these employees, 42% received 24 or more clock hours of instruction. Through 86 classes (most on released time), 3,300 hours of instruction were given. Employees achieved 60% average gains on post-instruction supervisor ratings.

Additionally, 12 courses were developed and field tested; workplace literacy projects at two non-partner industries were established; and five non-partner educational institutions provided instructional staff at worksites. Also, 29 instructors received over 40 hours of training in writing workplace curriculum and assessing learner outcomes.

The project will focus second-year efforts on incorporating technology to improve curriculum and delivery of instruction. The goal will be to move from a predominance of pencil and paper activities to the inclusion of computer software, videos, and other methods of interactive learning.

Green to serve as administrative assistant to the LSCC president

Dr. Perry W. Ward, Lawson State Community College president, has named Dr. Thomas Eric Green as administrative assistant to the president for planning, development, and support services.

Dr. Green will assist the president in developing and implementing administrative strategies and policies for the institution. He will also provide leadership and supervision in the areas of planning, research, development, physical plant, public safety, and computer services.

Dr. Green has served as department chairperson at the

University of Louisville and the University of Mississippi, dean of students and assistant to the president at Grambling State University, executive vice president at Talladega College, and most recently as assistant to the president at Alabama A & M University.

He graduated from Coe College in Cedar Rapids, Iowa, and received the Master of Arts and Doctor of Philosophy degrees from the University of Colorado at Boulder. Dr. Green has completed post doctoral studies at Kent State University in Ohio.

Gadsden State's Salmon named 1995 ACSPRA 'Communicator of the Year'

Laura Salmon, director of public relations at Gadsden State Community College, was recently named 1995 Communicator of the Year by the Alabama College System Public Relations Association (ACSPRA).

The award was announced in November at the annual Alabama College Association conference.

Ms. Salmon was recognized for her participation on the Chancellor's Exhibition Steering Committee and for her effective management of several projects including the Gadsden State Community College Alumni Association, the Student Service Corps LASER Scholarship Program, and College Fest '95.

She also was honored for her technical skills in publications and advertising which were apparent in her highly successful advertising campaign "Our Students Make Us Proud."

Ms. Salmon has improved internal communications at Gadsden State by devising the "Big Mouth of the Month" contest, which has increased the usage of the college's new E-mail system. She was further recognized for her community work with the area Literary Council and the League of Women voters.

Ms. Salmon's work ethic is described best by Gadsden State president Dr. Victor Ficker, who states, "The tasks of the director of public relations are enormous at Gadsden State, yet Laura takes them on and goes the extra mile."



Dr. James C. Bailey and his wife Ann, second from left, hosted a reception honoring two former Miss Cullman Area winners: Heather Whitestone, Miss America 1995, far left, and Leigh Sherer, Miss Alabama 1995, far right.

Miss America, Miss Alabama visit Wallace State campus

Wallace State College President, Dr. James C. Bailey and his wife Ann, recently hosted a reception honoring Miss America 1995, Heather Whitestone, and Miss Alabama 1995, Leigh Sherer. "Wallace State will always hold a special place in my heart," Whitestone remarked while visiting the Hanceville campus. The reception preceded an assembly at WSC's Tom Drake Coliseum sponsored by Wallace State's Educational Talent Search, a federally-funded program providing academic, career and financial aid counseling and other services. Sherer and Whitestone, crowned Miss Cullman Area 1992 and 1993, respectively, presented their youth motivation platforms to 3,000 secondary school students, teachers and administrators from 32 North Alabama schools. WSC's Educational Talent Search sponsored several campus events that brought Whitestone and Sherer back to Cullman County for the first time since winning their state and national titles.

JPTech prepares instructors for new courses

John M. Patterson State Technical College is preparing college and secondary instructors to implement a curriculum for the construction industries that is nationally recognized, standardized, portable and competency-based. This curriculum, *Wheels of Learning*, was developed by a nationwide association of employers, firms and industries in the construction trades.

In response to a nationwide shortage of appropriately educated, skilled workers in the homebuilding and general construction trades, the Associated Builders and Contractors began developing a curriculum and instructional system to meet the work force needs of the industry. The resulting curriculum was called *Wheels of Learning*.

The *Wheels of Learning* provides for competency-based, task-driven modular training. It maximizes learning by combining illustrated instructional materials for the trainee with structured classroom activities conducted by craft instructors.

Flexibility is a major benefit of the *Wheels of Learning*. An instructional program can teach a single task - a single module - or the entire craft outline. The material can be adapted to meet the needs of local employers easily and at a reasonable cost.

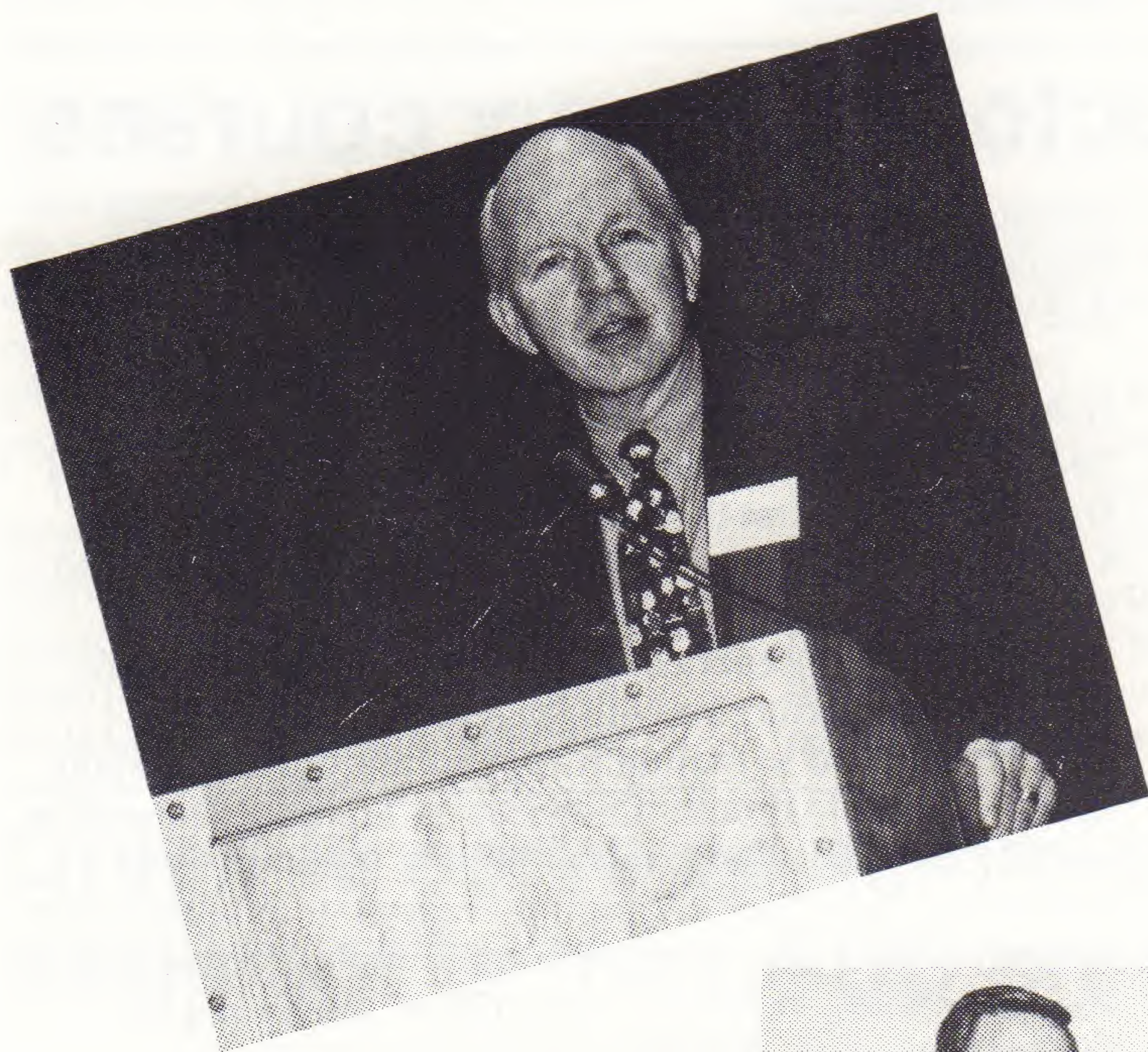
The quality and standardization of this program are accomplished through formal accreditation and certification processes. The goal of the process is to provide standardized training for the construction industries and manufacturers to prepare individuals for gainful employment and long-term career opportunities.

The training process itself is portable. The skills and knowledge learned can be transferred from one project to another, among various types and sizes of companies and from state to state. Trainees who successfully complete the *Wheels of Learning* training qualify for national

recognition and entry into the National Craft Training Registry. The Registry provides transcripts, certificates, and other means of recognition for craft workers.

Program instructors are certified upon completion of the Instructor Certification Training Program, a national program to ensure the uniform and consistent delivery of training throughout the country. The Instructor Certification Training Program prepares the instructor to effectively conduct an instructional program using the *Wheels of Learning* curriculum materials. Instructors are prepared to conduct knowledge and performance assessments and to maintain appropriate documentation records. The Instructor Certification Training Program is usually conducted in three full days of training. The Instructor Certification Training Program is available only for individuals who are craftsmen in the field for which they are seeking instructor credentials. Following the training program, the instructor trainee's name is submitted to the National Center for Construction Education and Research from which a certification card is issued to the instructor for the specified curriculum area.

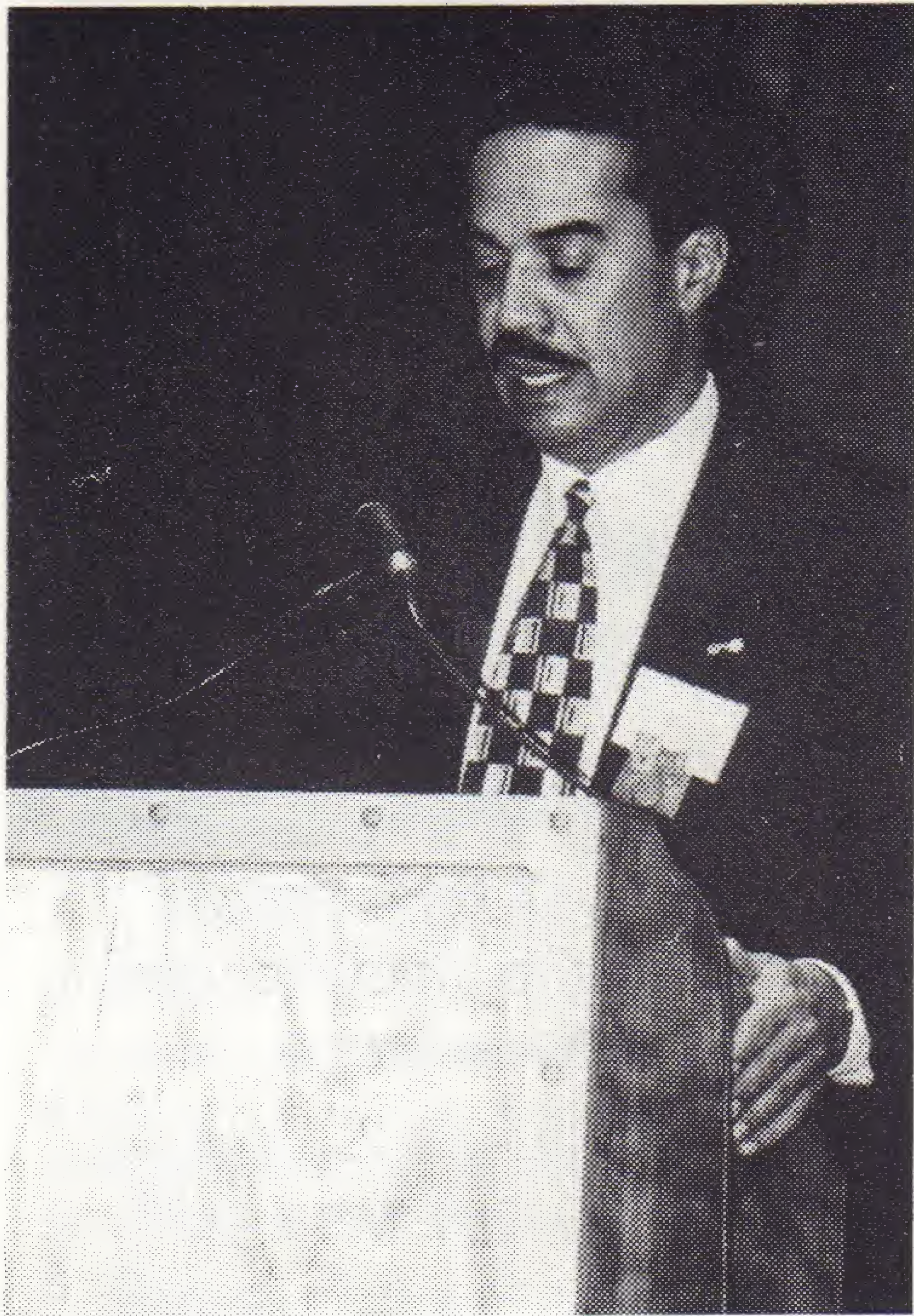
At Patterson State Technical College, the Instructor Certification Training Program is conducted by Mr. Henry Tylicki, a certified Master Instructor Trainer. Mr. Tylicki received his training and certification as a Master Trainer through the support of the General Electric plant at Burkville, Alabama. Mr. Tylicki has conducted several professional development programs for instructors on the staff of Patterson College and for other instructors. On the Patterson College staff, eleven instructors in seven different curriculum areas have received the Instructor Certification Training and are certified by the National Center for Construction Education and Research. Over a dozen instructors from six local school systems received the training and the national certification.



1995 ACA Conference

Birmingham, Alabama





Classroom instruction improved by program

An aggressive program providing incentive oriented inservice training on computer application programs for faculty soon enters its second phase at Northwest Shoals Community College.

C.T. Wilson, instructor of mathematics, directs the project, assisted by Glenda Smallwood, an instructor in developmental studies.

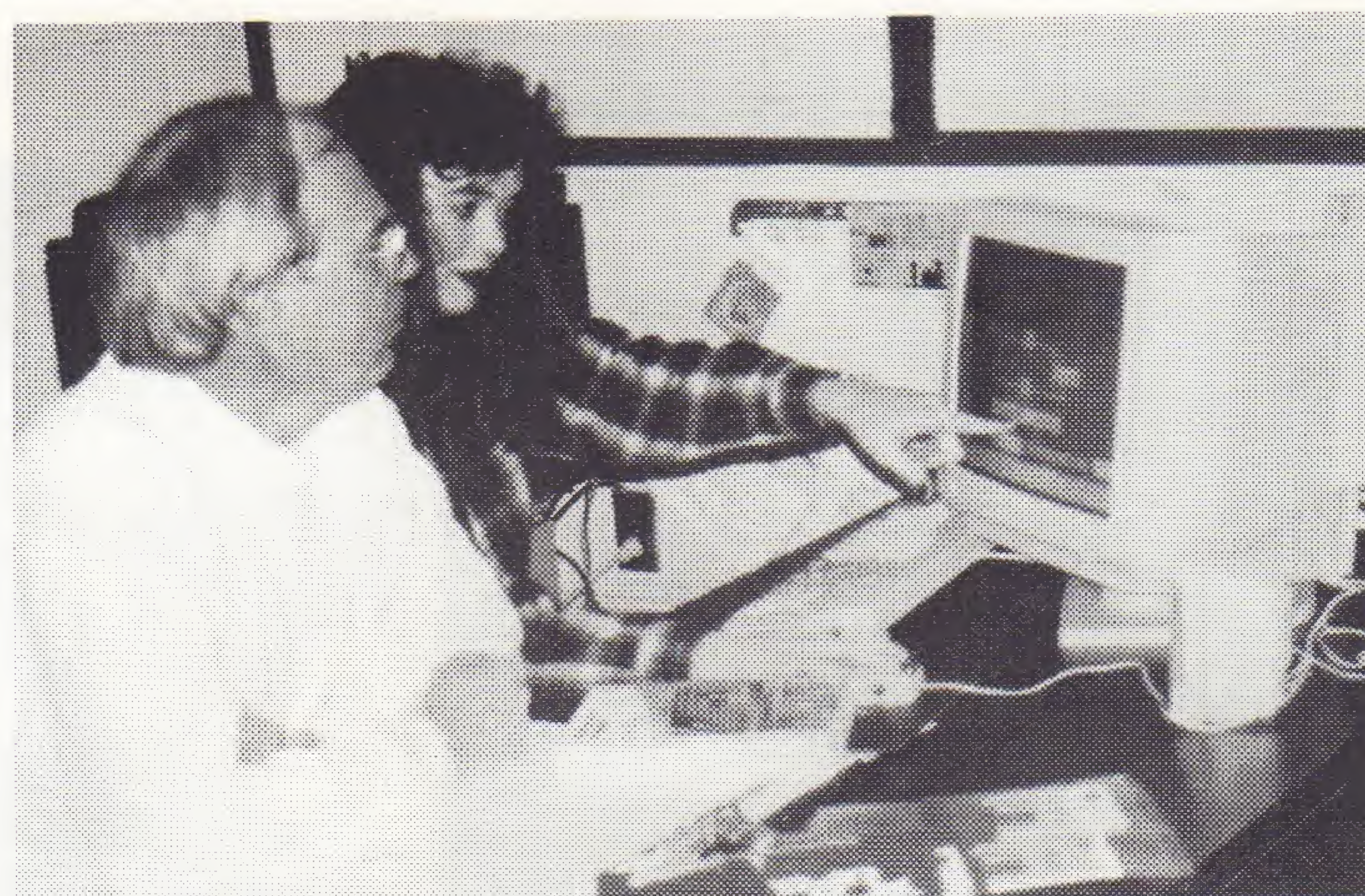
"We designed a program for active, hands-on inservice training," Wilson explains. "At Northwest Shoals we acknowledge computers can be excellent tools to augment the classroom instructor's traditional instructional program. Our goal is to empower the teacher with the knowledge to use a computer, provide the machine, and offer student assistants assigned to help the teacher gain maximum utilization of the available multimedia computer application software."

The first phase of the NW-SCC program is teaching basic computer literacy. Phase two is training faculty on current application software licensed to the campus, such as Microsoft Office, including Word, Excel, and Power Point. Emphasis is placed on the value of multimedia presentations in the classroom. Phase three will provide faculty with training in authoring software for use in multimedia presentations.

Phase one was completed during the fall quarter with over 60 participants in workshops targeted toward their interest. Additionally, Ms. Smallwood presented an overview of multimedia presentations.

"Many scholars see multimedia as the bridge between the 20th and 21st centuries," she said. "The same technologies that are swamping students can help them master the necessary thinking skills."

"There is general agreement among researchers that people retain about 20 percent of what they hear, 40 percent of what they see and hear, and 75 percent of what they see, hear, and do. Multimedia used in instructional settings, according to the Department of Defense,



C.T. Wilson, left, receives from Glenda Smallwood an overview of the methods used in authoring multimedia software.

improves achievement by 38 percent over conventional instruction, while reducing time to competency by 31 percent," she said.

Ms. Smallwood said, "Technology will never take the place of a good teacher in the classroom. But good teachers recognize the effectiveness of multimedia in their classrooms."

During the day-long program, faculty also were able to surf the Internet gaining insight into the information available on the technological web.

Wilson and Smallwood have plans to offer two classes in developing multimedia taught by the NW-SCC computer information systems faculty. "The first course would be a lecture class on authoring multimedia software, such as using Tool Book," Wilson said. "In the second course, a student would be assigned to a faculty member as an assistant."

"The student would design or author a specific multimedia program for use by the teacher in the classroom. The CIS student gains invaluable experience applying knowledge, the teacher gains a valuable instruction tool, and the classroom students in the various disciplines are given enhanced opportunities to learn."

Southern Union expands educational horizons

As the 21st Century approaches, community colleges must play a greater role in providing learning resources for all levels of society. Through a new distance learning program, Southern Union State Community College is building a foundation on which to meet instructional needs with a multimedia mix of instructional materials.

Using computer age technology, the college has formed the Southern Union Educational Network (SUENET), which brings greater

instructional resources to students on all three Southern Union campuses. Interactive television will soon link the campuses.

Students unable to attend traditional classes and meet existing schedules are excited about telecourses produced by the faculty. Throughout Southern Union's service area, young and old have educational needs which are being addressed as part of the distance learning program.

New classrooms/studios at the Wadley and Opelika campuses provide faculty with an enhanced

teaching environment in which they can use three television cameras to show students at remote locations everything that takes place in the class. In addition, the instructor can insert videotape and computer information into the lecture. All classroom activity can be recorded on videotape masters for extended use. This new technology takes the place of traditional audiovisual equipment.

Faculty are beginning to define new ways of meeting learning objectives through distance learning techniques.

BSCC/Stillman agreement adds opportunity

An agreement between Bevill State Community College and Stillman College has enhanced the educational opportunities for working adults in Walker County and surrounding areas.

Officials with the two institutions met in December to sign an agreement allowing Stillman College to teach students enrolled in the Stillman Management Institute (SMI) at Bevill State's Brewer Campus and Jasper Center locations.

The SMI program allows adults with 60 or more hours of college credit to complete a degree under Stillman's Business Administration program in about 18 months, according to SMI director Dr. Eddie B. Thomas. Over a dozen Bevill State employees are pursuing their bachelor's degree through the SMI

program.

"We are very pleased to be working with Stillman College," said Bevill State President Dr. Harold Wade. "This will open yet another door of opportunity for residents within our college district as they pursue their college education. We are committed to making education as accessible as possible to our local constituency, and this partnership will enhance those opportunities."

The agreement also allows for current Bevill State students interested in obtaining their baccalaureate degree in Business Administration to matriculate directly into the SMI program.

"This is an excellent partnership where our college staff will assist in the advising and application process for Bevill State students interested in

pursuing a bachelor's degree without having to commute long distances to Birmingham or Tuscaloosa," Dr. Wade said.

Classes meet one night each week or on Saturdays during the 18-month period. Stillman officials said the program draws students from anywhere within a 50-mile radius of Stillman's campus in Tuscaloosa, including Birmingham.

"We have an opportunity to work with Bevill State in setting up classes that will move qualified students toward the bachelor's degree in business management and business administration," Dr. Thomas said. "Bevill State feels that this is what we ought to be doing collectively, and our president feels the same way. We feel that lifelong learning is a significant part of our mission."

Central Alabama nursing faculty attend workshops

Nursing and Allied Health instructors at Central Alabama Community College have been busy this year in pursuit of various professional development activities.

Dr. Melenie C. Bolton, division chair, attended a workshop entitled "Update in Sexually Transmitted Disease/HIV/AIDS." The session addressed the current management of sexually transmitted diseases such as gonorrhea, HIV, syphilis and human papillomavirus.

Dr. Bolton also attended the annual Progress in OB/GYN conference in Birmingham. The conference included a vast array of women's health issues, including advances in OB/GYN nursing and their impact on patient care.

Donna P. Bishop, a registered nurse on the faculty, attended a workshop entitled "The Nurse." The workshop covered such topics as what to do in the event of injury to a patient, hospital responsibility for determining competency, and how to be an expert witness.

Bishop State staff member earns '95 Chancellor's Award

Juliette Womack, Coordinator of Strategic Funds Management at Bishop State Community College, captured the 1995 Chancellor's Award for Alabama College System Staff Member of the Year.

Ms. Womack has been employed at Bishop State since 1989 in several capacities.



Prior to the consolidation of the public two-year colleges in Mobile, she served at Carver State Technical College as

Corporate/Small Business Coordinator and continued the same responsibilities as part of the Department of Training for Business and Industry after the colleges were consolidated with Bishop State.

Ms. Womack's insight and vision resulted in the implementation and coordination of the American Management Association Extension Institute at the college. She also

played a vital role in the development of a plan to use the now defunct Naval Station Mobile as one of the technological campuses of Bishop State. Although the college was not successful in obtaining the base, she made many contacts in the community that resulted in other projects for Training for Business and Industry.

Ms. Womack has exemplified a commitment to the college community through her involvement and affiliations with numerous organizations such as Leadership Mobile Alumni Association and Delta Sigma Theta Public Service Sorority.

Through her effective planning and grant development initiatives she was instrumental in the successful attainment of the Project EPIC (Environmental Protection and Information Center) grant for Bishop State. She also played a vital role in the planning and development of training programs for Scott Paper Co., Franklin Memorial Clinic, Mid-Stream Fuel and ISO 9000 Internal Auditor Training for Business.



Dr. William H. Osborn, President of Snead State Community College, presents Harold Johnson with a certificate for his participation in the Community College Enrichment Program.

Johnson chosen to participate in program

Harold Johnson, chemistry instructor at Snead State Community College, was one of three community college instructors from Alabama selected to attend the Community College Enrichment Program hosted by the Marshall Space Flight Center and the University of Alabama in Huntsville.

Johnson has taught science at Snead State Community College for 20 years. He previously taught at the University of Tennessee in Nashville and at Brewer State.

Johnson received his bachelor's degree in mathematics from Jacksonville State University and his master's degree in chemistry and physics with a speciality in science education from the University of Tennessee. Johnson received a fellowship to Fisk University, where he received a second master's degree in chemistry. He has completed additional post-graduate work at George Peabody College and at the University of Alabama.

The on-site training institute involved three primary elements: in-depth tours of the facilities at NASA, experience in a laboratory, and the development of a space technology course.

As part of the program, Johnson worked in the Energy Conversion Design Branch of the Component Development Division of the Propulsion Laboratory. Under the supervision of mechanical engineer Rusty Cowan, Johnson worked with scientists in the design of new technology in rockets. Upon the conclusion of the institute, Johnson presented a report on his findings.

The last component of the program involved the development of a space technology course. Each instructor developed a section of the course. Johnson's section was entitled "Living in Space." According to Johnson, this course was designed as an introductory course in aerospace technology to be offered at community colleges.

Hill to speak at international conference

Shelton State Community College instructor Martha Ann Hill has been invited to speak at the 18th annual International Conference on Teaching Leadership Excellence. The prestigious conference is sponsored by The National Institute for Staff and Organizational Development (NISOD) and the Community College Leadership Program (CCLP) each year.

The conference, which is held in Austin, Texas, is the outreach organization of the Community College Leadership Program in the Department of Educational

Administration at the University of Texas at Austin and supports the pursuit of excellence in teaching and leadership at its more than 600 member colleges throughout the United States, Canada, and around the world.

Hill is a member of the Speakers Bureau at Shelton State and has conducted numerous seminars over the past 12 years in the west and southeast.

One of the most popular speakers in the area, she has worked with banking institutions, businesses and industries, high schools, colleges,

universities, state departments, legal associations, insurance companies, clubs, civic groups, hospitals, medical offices, and private, national and international organizations. Her subject matter ranges from motivational and inspirational to team building and problems dealing with today's workplace.

She has taught statistics at Shelton State for 13 years, served as director of recruitment for three years, and interim dean for 18 months.

Hill earned bachelor and master's degrees from the University of Alabama.

Branch receives Administrator of Year honors

Connie Branch, dean of student development at Jefferson Davis Community College (JDCC), has been named Administrator of the Year for the Alabama Two-Year College System. Dean Branch was presented the award at the tenth annual Chancellor's Awards Ceremony held November 19 in Birmingham in conjunction with the Alabama College Association (ACA) Convention.

Former JDCC President Sandra McLeod, who nominated Dean Branch for the award, says, "She is the

consummate educational administrator, dedicated to students, to her colleagues, and to self-development. Connie Branch is one of the few innate leaders with whom I have had the opportunity to work. She challenges her co-workers with her quest for perfection, and yet, in little ways, reminds us daily of the joy of working with community college students."

Dean Branch is a native of Pensacola, Florida, and grew up in Graceville, Florida. She earned a master's degree at Troy State University, a bachelor's degree at the University of West Florida, and an associate degree at Chipola Junior College. She began her career as a social worker for the Florida Bureau of Alcoholic Rehabilitation in 1970. Since that time she has served as instructor for Dozier School for Boys, Marianna, Florida, an educational counselor and instructor for Alabama Industrial School, Mt. Meigs, and director of counseling services at Central Alabama Community College, Alex City. She has been employed with Jefferson Davis Community College since 1990, where she has served as a psychology instructor and counselor, director of enrollment management, assistant dean of student services, and currently, dean of student development.

She is active in the Alabama Education Association, National Education Association, National Association for Female Executives, and Alabama Association for Collegiate Registrars and Admissions Officers. She is past president of the Alabama College Personnel Association, has held numerous offices in the Alabama Counseling Association, and is parliamentarian of the ACA.



Dean Connie Branch receives stipend from JDCC Interim President, Dr. Richard Brogdan, for earning the Administrator of the Year award.

Cox selected as Faculty Member of the Year

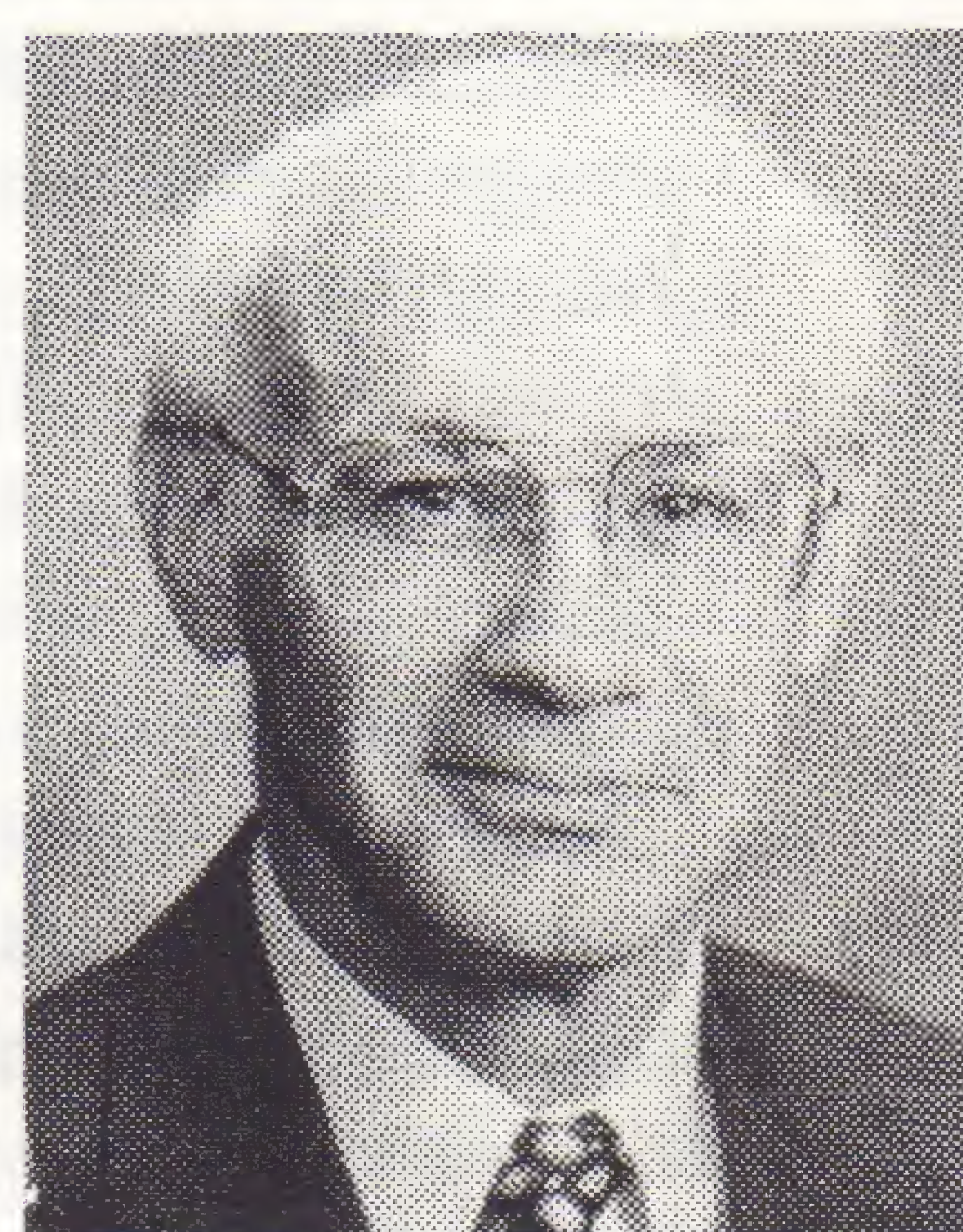
Randall "Randy" L. Cox, chairperson of the Division of Science at Calhoun Community College, was selected to receive the 1995-96 Chancellor's Award for Junior College Faculty Member of the Year. Cox was recognized for this state honor during the annual Alabama College Association conference in Birmingham.

An employee of Calhoun since September 1991, Cox originally served as chair of the Division of Science and Technologies. He supervises 19 full-time and 24 part-time instructors and administers a budget of \$1.75 million. Cox also teaches general chemistry and physical science courses, develops and monitors college curriculum for degree and certificate programs, and has served as a liaison to the business and industry community in matters related to technical programs at the college.

At Calhoun, Cox has served as a committee member of the Academic Scholarship Committee, chair of the Enrollment Management Task Force, committee member of the Tech Prep "Technologies 2000" Board, and co-chair of the Machine Tool Technology Curriculum Excellence Team. He has also been honored at Calhoun for outstanding service by receiving the college's 1994-95 Carlton W. Kelley Teaching Excellence Award.

Prior to coming to Calhoun, he served as a

commissioned officer for the U.S. Army. Among the positions held were battalion executive officer (second in command), battalion operations officer, company



commander, corps level fire support officer, and professor of military science. Cox has also held posts with the U.S. Military Academy at West Point and Boston University.

Commenting on Cox's honor, Calhoun President Richard Carpenter said, "Randy exemplifies the qualities of excellence and professionalism in his responsibilities at Calhoun.

His devotion to teaching is demonstrated by his willingness to be actively involved in making improvements in many areas of the academic and administrative life at the college. We are indeed proud of Randy for receiving this most deserved honor."

In addition to Cox, other Calhoun nominees were Glenn Phares, director of the college's Redstone Arsenal extension, for Administrator of the Year and Leatha St. John, secretary for the library, for Support Staff Member.

Honors, Activities, and Achievements of ACA Membership

Athens State College's Director of the Library, **Dr. Robert Burkhardt**, was recently honored by the University of Alabama by having his dissertation selected as the most outstanding dissertation of the School of Library Science. Dr. Burkhardt received the James D. Ramer Outstanding Dissertation Award. Dr. James D. Ramer was the long time Dean of the School of Library Science at the University, in whose honor this award was named.

Dr. Burkhardt's dissertation was entitled *A Role Transformed?: Technology's Challenge for Job Responsibilities of the Reference Librarian*. He has also been selected to present a summary of his research at the annual Alabama Library Association conference in April in Mobile.

Dr. Perry W. Ward, president of Lawson State Community College, is one of 300 or more outstanding graduates of historically black colleges and universities being honored as distinguished alumni at the 21st National Conference on Blacks in Higher Education in April 1996. The conference is sponsored by the National Association for Equal Opportunity in Higher Education (NAFEO).

All honorees are nominated by their alumni institutions for making significant contributions to American society. "Presentation of the NAFEO citation shows that historically black colleges and universities continue to produce many high-quality individuals who enter the American mainstream and contribute to outstanding progress," said Dr. Wilma Roscoe, NAFEO's interim president.

Tim Smith received the Master of Arts in Higher Education from the University of Alabama on December 23, 1995. Smith has served as director of computer service at Ayers State Technical College since October 1990.

Dr. Bruce Crowe, a member of the Northwest-Shoals Community College family, has been named the Alabama Higher Education Art Educator of the Year at the Alabama Art Education Association's annual fall conference in Auburn. Winners were selected by the 200 member state organization for their contribution to art education.

Jan Hollowell, IPI lab instructor at Drake State, was recently selected for Who's Who in American Education. She was selected for demonstrated outstanding achievement in her field and for contributions to the betterment of contemporary society.

Ms. Hollowell received a bachelor's degree in education from Ouachita Baptist University, a master's degree in education from the University of El Paso in Texas and adult education certification from Alabama A & M University. She is currently a member of several professional organizations including the National Education Association, the Alabama Education Association, the International Reading Association, and the American Vocational Association.

Dr. Julius R. Brown, president of George C. Wallace Community College in Selma, recently was elected to the policy-making leadership of the Commission on Colleges of the Southern Association of Colleges and Schools.

Accreditation is a voluntary and non-governmental process concerned with improving education quality and assuring the public that member institutions meet established standards. Commission members, who are among the South's leading educators, formulate policy for the accreditation of the region's public and private colleges and universities.

The Southern Association is a non-governmental, voluntary agency, one of six regional accrediting organizations in the United States.

Phillip Johnson, Workforce 2000 Partnership site coordinator at Douglas MacArthur State Technical College, attended the League for Innovation in the Community College Workforce 2000 Conference in Orlando, Florida, January 31 through February 3.

Johnson and **Sharon McCall**, Workforce 2000 Partnership site coordinator from Enterprise State Junior College, presented a roundtable discussion entitled "Writing Curriculum for the Workplace."

Johnson and McCall provided roundtable participants with an overview of the curriculum development model used by Workforce 2000 Partnership as well as an opportunity for hands-on application of the model.

Karen Newman, English instructor at Faulkner State Community College, continues to serve as editor of the *TYCA-Southeast Journal*, the professional journal of the Two-Year College English Association of the Southeast. She has completed one three-year term as editor and will finish her second term in the fall of 1997.

The *Journal* is published each fall and spring and contains information for members of the organization, articles, creative writing pieces, announcements, and book reviews.

The Two-Year College English Association-Southeast was formerly known as the Southeastern Conference on English in the Two-Year College. The name was changed last year to comply with guidelines in national organizations.

The Two-Year College English Association is composed of nine states in the Southeast and holds an annual conference in January or February at a different site each year. Each annual conference is highlighted by nationally known authors and educators. This year's conference was held in Atlanta, and the 1997 conference is planned for Norfolk, Virginia.

Athens State College Assistant Professor of Chemistry, **Dr. Larry Covick**, recently was awarded a Dreyfus Foundation Award for research in the application of a computer graphics technique to chemistry.

The technique, volume rendering, is a means of visualizing an object's properties throughout its volume, and is used in medicine to help create the images obtained from scanning processes.

Dr. Covick's research has already produced information that can enhance the understanding of some aspects of molecular structure computer simulations.

He hopes that the Dreyfus Award for \$10,000 will enable him to purchase equipment and conduct additional research to apply his findings to conducting polymers, which someday may be used commercially to make electrically conducting plastic devices.

Bethany Clem, drafting and design technology instructor at Drake State Technical College, currently serves on the local, state, and national Vocational Industrial Clubs of America (VICA) organization committees.

Locally Ms. Clem is the coordinator of the Drake State VICA chapter. She is also the technical chairperson of the architectural drafting contest of the Alabama VICA Leadership and Skill Conference.

As technical chairperson she designs contest problems, secures judges, and seeks industry awards and prizes for state winners and industry sponsorship for scholarships for the national conference. As a member of the National Architectural Drafting Education Team, Ms. Clem serves as liaison between contestants and the technical committee, assists in the set-up of contest areas, and ensures that the most up-to-date industry standards are used in the national contests.

Ms. Clem will lead the Drake State Technical College delegation of nineteen students to the state competition this spring.

In November 1995, **Charles Lake**, Faulkner State computer science instructor, presented a paper titled "Computer Mediated Formative Evaluations" (MFE) at the American Evaluation Association's Annual Conference in Vancouver, British Columbia. Lake conducted this project as part of his doctoral studies.

The first stage of the project isolated 98% of variables affecting computer MFE's in contrast to in-person formative evaluations. The study is designed to help the federal government with projects for the Internal Revenue Service, the Office of Personnel, and the Department of Defense. Lake expects to be invited to present the second stage of his study in 1996 in New Zealand.

Kimberly Conary, nursing instructor at Ayers State Technical College, received the Master of Science in Nursing - Adult Acute Care and Teaching of Nursing on December 16, 1995, from the University of Alabama in Huntsville.

Athens State College Professor Emeritus, **Robert McCall**, was recently elected as President of the National Honor Society in Business Administration, Delta Mu Delta. Professor McCall has served as student advisor, chapter organizer and national liaison officer for many years. His numerous leadership roles in the organization make him eminently qualified to be president.

Headquartered in St. Louis, Missouri, the organization has over 160 student chapters at schools and colleges of business throughout the country and a membership exceeding 80,000. Invitations to membership are made to those business students who rank in the upper 20% of their junior, senior or master's classes. Delta Mu Delta is the only scholastic honor society recognized by the Association of Collegiate Business Schools and Programs accrediting agency for baccalaureate and master's degree programs in business administration.

Thomas W. Humphrey, Head Librarian at Ayers State Technical College, completed the requirements for a Doctorate of Education in Higher Education on February 12, 1996. Dr. Humphrey will receive his formal degree at commencement exercises on May 11, 1996, at the University of Alabama in Tuscaloosa.

Athens State College Assistant Professor of History, **Dr. Alfred C. Mierzejewski**, has been invited to present at the American Historical Association Convention. The title of his paper is "The Anti-Competitive Tradition of Modern German Capitalism: The Example of the Railway Car Industry in the 1920s." He also has presented recently at the Business History Conference in Columbus, Ohio, and the *Geschichte der Zukunft des Verkehrs* (History of the Future of Transportation) in Munich, Germany.

Dr. Mierzejewski conducted extensive research in Germany during 1994-95 while he studied there as a Fulbright Scholar. He is currently writing a book entitled *The Most Valuable Possession on the Reich, A History of the German National Railway, 1920-1945*. During 1996 he has written several articles to be published and completed three book reviews. He has contributed three articles to the Humanities Net on the World Wide Web.

ALABAMA COLLEGE ASSOCIATION

*"Developing
Individuals
for Global
Challenges"*

GSCC programs featured in government book

Dr. Victor Ficker, Gadsden State Community College president, recently received word that two programs with which the college is working with other community-based partners--Gadsden Head Start Program and Gadsden Senior Citizens Program--are featured in a new book published by the U.S. Department of Housing and Urban Development Office of University Partnerships.

The letter informing Dr. Ficker of the college inclusion reads, "Your efforts--and those of approximately 200 other institutions of higher education--are featured in the enclosed book, *University-Community Partnerships: Current Practices*. . . This directory not only celebrates the many outreach and service-oriented achievements of colleges and universities, it also reveals the rich diversity and tremendous potential of university-community partnerships in meeting the challenges confronting today's cities."

GSCC's John Wilcox, Training for Industry manager, received word from Community College Week Editor Kathleen Kennedy-Manzo that Gadsden State's on-site learning program presented at the recent Workforce 2000 conference will be featured in the CCW. The 1996 Workforce 2000 international conference brought together

leaders engaged in workforce training initiatives. A Gadsden program, "On-Site, Asynchronous, Multimedia Training at Gulf States Steel," was presented at the Orlando, Fla., meeting. Local presenters were Gregg Bennett, The Bevill Center executive director; John Wilcox, Gadsden State Training for Industry manager; Larry Brown, Gulf States Steel training manager; Paul Perry, union representative, and Don Jarrells, Gadsden State technical education officer. Wilcox showed a new video about the program produced by Neil Mullin, GSCC radio and television instructor.

A review of a new book, *New Technologies and New Skills: Two-Year Colleges at the Vanguard of Modernization*, in the December-January 1995-96 issue of *Community College Journal*, also cites Gadsden State. Robert Pedersen, book editor for the American Association of Community Colleges stated, "One has only to look at the impact of Gadsden State Community College's Advanced Technology Center in Gadsden, Alabama, on the economic well-being of its community to appreciate the potential for broad-based community renewal that comes when a community college takes a leading role in regional policy of SME-based industrial modernization."

JDCC nursing instructor works with relief team

Appearing recently on WEAR's "This Week with Bob Solarski," nursing instructor Ann Mantel discussed her work as a member of the American Red Cross disaster relief team.

Ms. Mantel has been a nurse volunteer with the Red Cross for 20 years. In 1993, she was appointed disaster chair of the East Escambia County Chapter which serves the Brewton, East Brewton, Flomaton, and Huxford areas.

After receiving extensive training in disaster relief, Ms. Mantel was called by the Red Cross to assist the

victims of Hurricane Emily in Cape Hatteras, N.C. Since her first assignment, she has served San Francisco's earthquake victims and, most recently, victims of Hurricanes Opal and Erin in Escambia County.

Of Ms. Mantel, JDCC nursing director, Norma Hammac, says "[Ann] has given unselfishly of her time and energy to the American Red Cross.... All of us in the health field are so very proud of Ann who serves as a role model and has so much expertise to share at both the local and state levels as well as the national level."



Ann Mantel

MacArthur State meeting industry training needs

During the past year MacArthur State Technical College has trained over 2,100 employees of three businesses and industries, including Opp and Micolas Mills, Utility Trailer Manufacturing Company, and Shaw Industries. Several Shaw sites are also involved in workplace literacy activities with educational partners MacArthur State and Enterprise State Junior College.

Industrial Coordinator Jimmy Hutto said that meeting the needs of business and industry is a top priority of the college. "We attempt to meet any kind of specific training needs industries have including on-site instruction," he said. "Our relationship with business and industry is very

important to us."

The college has provided such classes as Electrical Skills for Industrial Mechanics, Hydraulics and Pneumatics, Foxpro, and Welding. The college air conditioning and refrigeration instructor, Terry Spicer, works with the South Alabama Chapter of the Refrigeration Service Engineers Society to help technicians prepare for EPA-approved certification in the handling of refrigerants. An even more job-specific course, Automated Resin Blending Systems, was created specifically for one job classification within Shaw Industries and is taught by Hutto on site at hours convenient to Shaw employees.

Positive response given by those participating in development days

Wallace Community College in Dothan conducted its second annual local professional development program in December 1995. Over 140 support staff, faculty, and administrators participated in seminars, tours, and discussion groups on professional interests and needs which they had identified in a survey prior to the program. Professionals from the community and college conducted presentations and led discussions during the four-day program.

Each staff member was asked to attend two mandatory sessions (one on sexual harassment and one on the Americans with Disabilities Act) and to attend at least three other sessions of their choice. At the conclusion of the program, staff were asked to suggest topics for future programs.

As a result of the positive response, the college has planned three days for local professional development in October 1996. President Larry Beaty said, "This is one of the best development opportunities we have ever offered our staff. Their participation and evaluations confirmed what we already know--that they are eager to learn about new methods and technologies and more about themselves and their colleagues. We are looking forward to October 1996."

According to Director of Development, Dr. Kay Roney, planning for the October program has already begun. "The success of this program proves that growing professionally doesn't necessarily involve an expensive trip out of state. We found several experts on our campus and in the community, and we have new appreciation for the skills and talent of colleagues and neighbors. Best of all, this program involved no expense to the College," said Dr. Roney.

Thompson to publish chapter about institutional fact books

Dr. Jim Thompson, Director of Institutional Research and Planning at Central Alabama Community College, has been invited to write a chapter on producing a fact book for inclusion in the New Directions for Institutional Research volume on "The Institutional Fact Book" of the Jossey-Bass Adult and Higher Education series. The chapter will be titled "Producing an Institutional Fact Book: Layout and Design for a 'User-Friendly' Product."

Dr. Thompson said he was invited to write the chapter by Dr. Larry Jones, University of Georgia, who will edit the volume. Jones' offer came as a result of Dr. Thompson's 1994 presentation on fact books at the Alabama Association of Institutional Researchers conference at the University of Alabama at Huntsville. "Nationwide," Dr. Thompson said,

"fact books are gaining importance among institutions of higher learning. Fact books serve as a compendium of current and past facts and figures and also as a public relations tool to be used as the institution sees fit."

Currently, he said, some fact books are being made electronically and can be downloaded to other institutions who wish to do a comparative analysis. However, Dr. Thompson said he prefers the paper variety, since more graphs and charts can be included without the difficulties of downloading problems.

Dr. Thompson said the key to developing a fact book is simple.

"A fact book is simply a means of putting pertinent information together in a creative, meaningful and concise way," he said. "I'm pleased to have the opportunity to share what I've learned."

Wallace-Hanceville director honored by historical society

Wallace State Community College-Hanceville's Family and Regional History Program Director Robert S. Davis, Jr. was recently honored by a Georgia historical society for his contributions to genealogy in our sister state. His WSCC program offers a genealogical



collection to the general public which features access through computers and microfilm to more than two billion historical records.

Davis was recognized in Atlanta at an awards ceremony earlier this year by Georgia's Doctor John Woodson Chapter of the National Society of the Daughters of the American Colonists. Davis, 42, thought to be the world's only professor of genealogy, has

authored more than 600 articles on records, research, and archives, including 30 books. In 1986, he earned the National Genealogical Society's Award of Merit.

Davis has been instrumental in building several genealogical and historical manuscript collections in Georgia. He wrote the original draft of the 1980 Georgia Records Act which extends legal protection to all of Georgia's state and local records.

In 1991, Davis worked for a month in Great Britain as an agent for the R.J. Taylor, Jr. Foundation in search of Georgia's colonial records. In 1994, Davis was appointed by Gov. Jim Folsom to serve through 1997 on the Alabama Historical Records Advisory Board.

A Pickens County native, Davis earned a master of education degree from North Georgia College. He is currently completing a master of arts degree at the University of Alabama at Birmingham.

Alabama Southern breaks new ground in area job training

CIBA, McIntosh Site and Alabama Southern Community College have announced a Chemical Process Technology Partnership aimed at creating a world-class workforce for the chemical industry in Southwest Alabama. Industry, labor, community and education leaders have joined forces to create the program which promises scholarships, training and jobs to area residents.

A three-way partnership among CIBA, McIntosh Site; the Oil, Chemical, and Atomic Workers' International Union, Local 3-562; and Alabama Southern Community College, the program breaks new ground in area job training.

"Alabama Southern believes that this partnership represents the world-class, 21st-century solution to workforce development," Dr. John A. Johnson, president of Alabama Southern Community College said. "We also believe that progressive companies throughout America will adopt this model by the turn of the century."

The CIBA/Alabama Southern Chemical Process Technology Partnership creates a qualified workforce for entry level operations jobs at CIBA and other area chemical plants and guarantees that local citizens are prepared to take these jobs. The two-year degree program, which is based principally on Alabama Southern's Thomasville campus, equips students with broad-based skills in science, mathematics, communications, safety, and computers as well as technical expertise in chemical processing, electrical, instrumentation, maintenance, and unit operations. Students are exposed to teamwork and interpersonal skills development through theory classes, lab settings, and an internship.

Upon completion of the program, graduates will be able to perform successfully in a number of entry-level positions in chemical technology as well as related industries.

"This program enables local people to get high-paying jobs in a growing industry," said Napoleon Roberts, Jr., president of OCAW Local 3-562. "We've helped design the process technology training partnership to equip workers with the multiple skills today's chemical industry demands."

CIBA has pledged 20 two-year Chemical Process



Participating in the announcement were, from left: Alabama Southern President, Dr. John A. Johnson; CIBA Vice President, Nelson Smith; and Union President, Napoleon Roberts.

Technology Partnership scholarships to be awarded annually to area high school graduates. The scholarship pledges \$6,000 to recipients to cover tuition, fees, books, supplies, and other approved expenditures. "For CIBA, the process technology training partnership is not just an investment in our industry, it's an investment in our community," Dr. Nelson Smith of the CIBA, McIntosh Site commented. "Working together we are building a better future for Southwest Alabama."

The Chemical Process Technology Partnership includes a one-quarter, 12-credit-hour internship to expose students to the actual work environment where they can combine classroom learning with real work experience under professional supervision.

Upon graduation from this program, students will meet industry standards for operations jobs at CIBA as well as the entire chemical industry. The chemical industry is one of Southwest Alabama's most promising areas of employment. Chemical manufacturers employ 12,000 Alabama workers directly and almost half a million indirectly. CIBA's growing McIntosh site has more than 1,800 employees and an annual payroll of \$74 million.

This special partnership is part of Alabama Southern's Paper and Chemical Technology Program. Students may enroll in the program's Chemical Process Technology track or in the Paper Process Technology track. By taking two additional courses, Chemical Process Technology students can also meet industry standards in Paper Process Technology to qualify for jobs in both industries. Enrollment requires a high school diploma or GED and adequate skills in math and science.

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